

**FY05 Air Force Reserve Lieutenant Colonel Line and Non-Line
Position Vacancy Promotion Selection Board 14-18 June 2004
FACT SHEET**

This fact sheet provides data that indicates competitiveness for selection at this board. Due to the quota nature of the promotion board process driven by the needs of the Air Force, the data is different from year to year. Therefore, this data may not be a reliable predictor of selection at future boards. The fact sheets are organized by competitive category.

The first set of data presented indicates currency of the Officer Performance Report (OPR). The first of this set is latest OPRs with close-out dates within 1 year of the convening date of the board. The next is latest OPRs closing out between 12 and 18 months of the board convening date. The last is OPRs that close-out between 18 and 24 months of the board.

The next set of data is participation in terms of Satisfactory R/R Years. A satisfactory year, or a good year, is indicated by 50+ participation points earned in the last reported year. The next category is good years for both of the last two reported years. Likewise, the next category is good years for the last three reported years.

The next set is PME completed and recorded by the date the Officer Selection Briefs for the board are printed (the week before the board). The requisite level of PME for the Lieutenant Colonels PV board is Intermediate Service School (ISS) which is usually Air Command and Staff College (ACSC).

Next we present Advanced Degree information. For the Line, BSC, MSC and the Nurse Corps, the categories are master's degree or better (e.g., Ph.D.), professional degrees, bachelor's plus (represents significant work toward a graduate degree), and bachelor's degree only. For JAG, Chaplain, Medical Corps and Dental Corps we break down the professional degrees.

The next group is decorations: Meritorious Service Medal (MSM) or higher, Air Medal, Aerial Achievement Medal, Air Force Commendation Medal (AFCM), Air Force Achievement Medal (AFAM), and no decorations received at least equivalent to AFAM or higher. Equivalent joint decorations and equivalent decorations from other services are also counted here.

There are two new groups this year. The first is Commander information. The two commander categories are Sitting Commander and Commander Experience as determined by AFSC information (duty, primary, secondary and tertiary information).

The second group is Duty AFSC information. The categories are 4-level (staff), 3-level (qualified / aircraft commander), 2-level (intermediate / qualified pilot), 1-level (entry / student) and 0-level (special duty / reporting identifiers). These categories exclude sitting commander numbers.

Percentages in the "Considered" column refer to those considered by the promotion board while percentages in the "Selected" column refer to those selected for promotion by the board. For example, in the Overall group, of the 401 Line majors considered by the PV board 92% (370)

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completed ACSC while 99% of the 221 Line majors selected for promotion by the board completed ACSC.

DO NOT ASSUME that “filling the squares” in the tables will guarantee a promotion!!!

The members of the promotion selection board use the “Whole Person Concept” and consider the entire record of each individual. Not all those who completed ACSC were selected, a few officers were selected who did not complete ACSC.

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LINE		
	Considered	Selected
	401	221
Top OPR close-out within 1 Year of board	89%	90%
Top OPR close-out 1-1 1/2 Years of board	9%	9%
1 Satisfactory R/R year (1 year previous)	100%	100%
2 Satisfactory R/R years (2 years previous)	99%	100%
3 Satisfactory R/R years (3 years previous)	97%	98%
ACSC (ISS) Completed	92%	99%
SOS as Highest PME Completed	7%	1%
No PME Completed	1%	0%
Master's Degree +	57%	65%
First Professional Degree	2%	2%
Bachelor's Plus	4%	4%
Bachelor's Degree	37%	29%
MSM or Higher Awarded	90%	96%
Air Medal as Highest Award	3%	1%
Aerial Achievement as Highest Award	1%	<1%
AFCM as Highest Award	6%	2%
Sitting Commander	13%	18%
Commander Experience	19%	25%
4-level DAFSC (Staff)	35%	32%
3-level DAFSC (Qualified)	44%	47%
1-level DAFSC (Entry)	1%	1%
0-level DAFSC (Special Duty)	5%	1%

The select rate for the Lieutenant Colonel Line Position Vacancy board was 55%. There were no significant discriminating factors between those considered by the board and those selected by the board.

The following emerged as slight discriminating factors: completion of ACSC, completion of an advanced degree, a Meritorious Service Medal or higher in the record, and commander experience. Those who completed a master's degree or a professional degree had a select rate of 61%.

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DENTAL CORPS		
	Considered 2	Selected 2
Top OPR close-out within 1 Year of board	50%	50%
1 Satisfactory R/R year (1 year previous)	100%	100%
2 Satisfactory R/R years (2 years previous)	100%	100%
3 Satisfactory R/R years (3 years previous)	50%	50%
SOS as Highest PME Completed	50%	50%
No PME Completed	50%	50%
First Professional Degree	100%	100%
AFCM as Highest Award	50%	50%
No Decorations - AFAM or Better	50%	50%
3-level DAFSC (Qualified)	100%	100%

The only two officers who met this board were both selected.

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JUDGE ADVOCATE		
	Considered 10	Selected 6
Top OPR close-out within 1 Year of board	80%	83%
Top OPR close-out 1-1 1/2 Years of board	20%	17%
1 Satisfactory R/R year (1 year previous)	100%	100%
2 Satisfactory R/R years (2 years previous)	100%	100%
3 Satisfactory R/R years (3 years previous)	100%	100%
ACSC (ISS) Completed	100%	100%
First Professional Degree	100%	100%
MSM or Higher Awarded	80%	83%
AFCM as Highest Award	20%	17%
4-level DAFSC (Staff)	30%	50%
3-level DAFSC (Qualified)	70%	50%

The select rate for the Judge Advocate Lieutenant Colonels Position Vacancy Board was 60%.

The only significant discriminating factor between those considered by the board and those selected was a 4-level Duty AFSC (Staff Level). All those with the staff level DAFSC were selected.

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MEDICAL CORPS		
	Considered 10	Selected 6
Top OPR close-out within 1 Year of board	90%	83%
Top OPR close-out 1-1 1/2 Years of board	10%	17%
1 Satisfactory R/R year (1 year previous)	100%	100%
2 Satisfactory R/R years (2 years previous)	70%	83%
3 Satisfactory R/R years (3 years previous)	70%	83%
ACSC (ISS) Completed	60%	83%
SOS as Highest PME Completed	10%	0%
No PME Completed	30%	17%
Second Professional Degree	30%	33%
First Professional Degree	60%	50%
MSM or Higher Awarded	40%	67%
AFCM as Highest Award	40%	17%
No Decorations - AFAM or Better	20%	17%
3-level DAFSC (Qualified)	80%	83%
1-level DAFSC (Entry)	20%	17%

The Medical Corps Lieutenant Colonel Position Vacancy board had a 60% select rate.

The major significant discriminating factor between those considered by the board and those selected was a Meritorious Service Medal or higher in the record. All those officers with an MSM were selected.

Other significant factors were the completion of Air Command and Staff College and AF Reserve participation. Those who completed ACSC had an 83% select rate. None of those with SOS as highest PME completed was selected. One officer was selected who did not complete any PME. Those with three consecutive years of satisfactory reserve participation immediately prior to the board had a 71% select rate.

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NURSE CORPS		
	Considered	Selected
	33	19
Top OPR close-out within 1 Year of board	94%	95%
Top OPR close-out 1-1 1/2 Years of board	6%	5%
Top OPR close-out 1 1/2-2 Years of board	0%	0%
1 Satisfactory R/R year (1 year previous)	100%	100%
2 Satisfactory R/R years (2 years previous)	100%	100%
3 Satisfactory R/R years (3 years previous)	97%	100%
ACSC (ISS) Completed	91%	100%
SOS as Highest PME Completed	9%	0%
Master's Degree +	61%	89%
Bachelor's Plus	6%	5%
Bachelor's Degree	33%	5%
MSM or Higher Awarded	70%	79%
AFCM as Highest Award	27%	21%
No Decorations - AFAM or Better	3%	0%
3-level DAFSC (Qualified)	97%	95%

The Nurse Corps Lieutenant Colonel Position Vacancy select rate was 58%. The completion of an advanced degree was the only significant discriminating factor between those considered by the board and those selected. The select rate for those with an advanced degree was 85%.

Completion of ACSC or an ISS equivalent and receipt of a Meritorious Service Medal or higher were both slight discriminating factors. The select rate for those with an MSM was 65%.

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MEDICAL SERVICE CORPS		
	Considered 11	Selected 7
Top OPR close-out within 1 Year of board	91%	86%
Top OPR close-out 1-1 1/2 Years of board	9%	14%
1 Satisfactory R/R year (1 year previous)	100%	100%
2 Satisfactory R/R years (2 years previous)	100%	100%
3 Satisfactory R/R years (3 years previous)	91%	86%
ACSC (ISS) Completed	82%	100%
SOS as Highest PME Completed	9%	0%
No PME Completed	9%	0%
Master's Degree +	55%	86%
First Professional Degree	9%	14%
Bachelor's Degree	36%	0%
MSM or Higher Awarded	100%	100%
Commander Experience	9%	14%
4-level DAFSC (Staff)	36%	57%
3-level DAFSC (Qualified)	64%	43%

For the Medical Service Corps Lieutenant Colonel Position Vacancy Board the select rate was 64%.

All seven who were selected for promotion had completed Air Command and Staff College, and had completed an advanced degree. All those who had completed an advanced degree were selected for promotion. No one was selected without a professional degree or an advanced degree completed. All those with a staff level DAFSC were selected. The one officer with commander experience was selected.

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BIOMEDICAL SCIENCES CORPS		
	Considered 6	Selected 4
Top OPR close-out within 1 Year of board	83%	75%
Top OPR close-out 1-1 1/2 Years of board	17%	25%
1 Satisfactory R/R year (1 year previous)	100%	100%
2 Satisfactory R/R years (2 years previous)	100%	100%
3 Satisfactory R/R years (3 years previous)	100%	100%
ACSC (ISS) Completed	83%	100%
SOS as Highest PME Completed	17%	0%
Master's Degree +	50%	50%
First Professional Degree	50%	50%
MSM or Higher Awarded	83%	100%
AFCM as Highest Award	17%	0%
4-level DAFSC (Staff)	17%	25%
3-level DAFSC (Qualified)	83%	75%

The small numbers make a detailed analysis impossible. However, we note that all four of those selected have completed Air Command and Staff College, have a Meritorious Service Medal or higher in their record, and have three consecutive years of satisfactory participation in the three reported years prior to the board.

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